

## **Teacher CBA Compliance Rubric**

Scope of review: This review is based on the CBA and any MOUs provided to IEERB by the parties. This review does not include (1) an evaluation of deficit financing; (2) an evaluation of whether the health insurance plan is compliant with IC Ch. 20-26-17 (HEA 1260-2011); (3) an evaluation of compliance with IC § 20-28-9-11; or (4) an exhaustive review of whether any provision of the CBA conflicts with any state or federal right, benefit, or law.

	<b>OVERVIEW</b>	<b>INCLUDED?<sup>1</sup></b>	<b>IF INCLUDED, COMPLIANT?</b>	<b>DESCRIPTION OF NON-COMPLIANCE</b>
<b>REQUIRED PROVISIONS</b>		If no, automatically not compliant		
Parties	School employer			
	Exclusive Representative			
	Composition of the bargaining unit (positions included/excluded)			
CBA term	Not past state budget biennium			
Ratification section	Signed by agent of each party on or after August 1.			
<b>REQUIRED SUBJECTS</b>		If no, automatically not compliant		
Salary	Salary range, including the starting amount/calculation for salaries			

<sup>1</sup> [note to CO: if not compliant, list where non-compliant provision/subjects is located (e.g., Article I, Section A, p. 5).]

	Compensation plan (unless statement providing that no increases or in transition year)			
	Compensation plan clearly defines eligibility			
	Compensation plan uses 2-4 statutory factors (evaluation, education and experience, leadership, academic needs)			
	Education and experience does not exceed more than 33% of increase calculation			
	Compensation plan includes definitions of the factors			
	Compensation plan either includes a defined amount, or calculation of, increases or provides for redistribution of increases for those rated ineffective or needs improvement			
	Other permissible salary items (e.g., wage payment agreements, salary for supplemental contracts, dues deductions, payment for extended contracts, general payroll deductions) (not required)			
Wages	Payment for ancillary, co-curricular, and extra-curricular duties/activities			
Salary and wage related fringe	Salary and wage related fringe benefits (defined as a benefit, other than direct			

benefits	salary or compensation, received by the school employee from the school employer, including, but not limited to, accident, sickness, health, dental, vision, life, disability, retirement benefits, and paid time off as permitted to be bargained under IC 20-28-9-11).			
<b>PERMISSIBLE PROVISIONS</b>				
	Grievance procedure (may contain binding arbitration only within scope of bargaining)			
	Definitions			
	Contract interpretation provisions			
	Non-subject provisions that are not impermissible			
<b>IMPERMISSIBLE ITEMS</b>		If yes, automatically not compliant.		Note: The Compliance Officer is not completing an exhaustive review of all rights and benefits established under state and federal law. Therefore, an indication of compliance in this section means only that the Compliance Officer upon review, did not find any impermissible

				provisions.
	MOUs not pursuant to a Board order or permitted by the Compliance Officer			
	Any subject other than salary, wages, or salary and wage related fringe benefits			
	Provisions that conflict with any right or benefit established by federal or state law			
	Provisions that conflict with school employee rights as set forth in IC 20-29-4-1, 2			
	Provisions that conflict with school employer rights set forth in IC 20-29-4-3			
	Provisions that conflict with restructuring options available as described in IC 20-29-6-2(a)(4)			
	Provisions that conflict with the school employer's ability to work with an education entity as provided in IC 20-29-6-2(a)(5)			
	Other (detail must be provided)			